

2008-2009 PERFORMANCE PLAN – Sr. Investment Officer, Global Equity (E. Baggesen)

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Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
25%	Total Fund	Excess return in basis points relative to: Total Fund Performance Benchmark. {SJ1CA1 – CPERSTO2}	-40 basis points = 0 0 basis points = 1.0 +20 basis points = 1.5
50%	Global Equity Performance	Excess return deviation in basis points relative to: Global Equity Performance Benchmark. {GLOBLIC – CPERSGE2}	-50 basis points = 0 -10 basis points = 1.0 +15 basis points = 1.5
5%	Risk Managed Absolute Return Strategies Program	Return Deviation in basis points relative to: Program policy. {SNLCA1 – CPERHED2}	0 basis points = 0 +50 basis points = 1.0 +100 basis points = 1.5
2.5%	Corporate Governance External	Excess return of CalPERS' external managers under the oversight of the Corporate Governance PM relative to their respective benchmarks: Governance funds asset weighted by invested capital. {SN6KA1 – CPERSEC2}	+75 basis points = 0 +175 basis points = 1.0 +275 basis points = 1.5
2.5%	Corporate Governance Internal	Excess return of CalPERS Corporate Governance Internal Portfolio compared to the Corporate Governance Internal Benchmark. {SHPCA1 – CPERSHPC}	0 basis points = 0 +100 basis points = 1.0 +200 basis points = 1.5
85%	Subtotal	Quantitative Measures	

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Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	<i>Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.</i>	From Schedule
15%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	